



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) - MPUMALANGA**

28-07-2025

Update: PSCBC Mpumalanga Special Chamber meeting

Implementation of Clauses 3.1.3 (Recruitment Policy) and 3.1.5 (Uniform Policy): PSCBC Resolution 2/2025

The Special Chamber meeting convened on 22 July 2025, and the following item was discussed: Implementation of Clause 3.1.3 (Recruitment Policy) and Clause 3.1.5 (Uniform Policy) as per PSCBC Resolution 2/2025. This discussion was prompted by a formal complaint from organised labour, highlighting persistent challenges experienced by officials during inter-provincial and horizontal transfers. Specifically, labour raised concerns that the recruitment and uniform policies are not aligned across departments, creating administrative and operational inconsistencies.

In response to the complaint, the Secretariat of the Council escalated the matter to the National Chamber, which has since requested all provincial departments to submit their current recruitment and uniform policies to the Provincial Chamber. The intention is for the National Chamber to review and configure these policies to establish a uniform, standardised framework across all departments.

Regrettably, not all departments have responded to this request. To date, only the following have submitted their policies:

- Provincial Treasury
- Department of Community Safety, Security and Liaison
- Department of Public Works, Roads and Transport
- Department of Social Development

The ultimate goal is to compile one consolidated recruitment policy and one consolidated uniform policy applicable to all departments in the Mpumalanga Provincial Government, recognising that all these departments fall under a single employer. Of particular concern are departments where the uniform policy is central, such as the Department of Health and the Department of Public Works. Labour noted that it is inconsistent and inefficient for departments in the same province to be governed by different policies.

Once the National Chamber completes the configuration process, the finalised uniform and recruitment policies will be submitted to the Provincial Secretariat, which will, in turn, issue these to all parties at the next Chamber meeting.

Members will be informed of developments.

Reuben Maleka
GENERAL MANAGER